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MEMORANDUM FOR: Director of Training

19 JUN 1964

SUBJECT: Comments Concerning the Reorientation in Supervisory Responsibilities - 9 June 1964

REFERENCE: Memo fr DD/S, dtd 10 June 64 (DD/S 64-3182), same subject.

1. In accordance with referenced memorandum the Office of Personnel solicited from members of this office who attended the Reorientation in Supervisory Responsibilities their comments regarding the substance of the lectures as well as the program as a whole. In general the Personnel Officers who attended felt that the day was well spent and that the lecturers presented meaningful material that forced them to face up to the problems that many of us have had as supervisors during our careers.

2. In dealing more specifically with the content of the lectures they felt that the reasons for the course were clearly stated at the outset and that there was a consistent effort to present material that was pertinent and to the point. They particularly enjoyed the case histories presented by Colonel White that set forth a standard of ethics that would be very worthwhile for supervisors and non-supervisors to follow. While all three of the major speakers, namely, the Deputy Director for Support, the Director of Personnel, and the Chief, Medical Staff, were generally praised for both the content of the material presented as well as the manner in which it was presented, there was a feeling that the Chief, Medical Staff should revamp his lecture in a way that would result in some of his generalities being translated into more specific and meaningful examples. For instance, there were those who suggested that it might be advisable for him to more clearly delineate potential mental and physical health problems that a supervisor might encounter and the course of action that should be taken to alleviate these problems.

3. As a whole, the majority of our people enjoyed the panel and appreciated the fine job that Mr. Kirkpatrick did as chairman of this group. The only criticism we heard of the panel program was that perhaps an even more effective screening of the questions should be accomplished in order to select the maximum in variety and the minimum in repetition of similar or closely related subjects.

4. In comparison with the previous presentation of the Reorientation in Supervisory Responsibilities, the 9 June 1964 session appears to have been a great improvement. This observation is based on a review of the comments of the previous session and from comments on the part of those who attended both sessions. It would appear that we now have a reasonably well-organized program that is both worthwhile and interesting. With perhaps minor refinements in the lectures, we should be able to acquaint our supervisors with potential problems and, in so doing, assist them in solving some of their specific problems when they arise.

/S/ Emmett D. Echols

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Emmett D. Echols

Director of Personnel

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